

HOUSE OF REPRESENTATIVES  
TWENTY-THIRD LEGISLATURE, 2005  
STATE OF HAWAII

H.B. NO. 1146  
H.D. 1  
S.D. 2

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## A BILL FOR AN ACT

RELATING TO CIVIL SERVICE.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that it is necessary to  
2 maintain an updated social worker series in the executive branch  
3 to make a positive difference in the provision of public social  
4 services. The department of human resources development  
5 conducted a classification study primarily to address the  
6 State's problems in recruiting and retaining social workers.  
7 Consequently, the department of human resources development  
8 established the social worker/human services professional  
9 series. Employees within this classification include both  
10 individuals who possess degrees in social work and those who do  
11 not.

12           The legislature finds that the importance of the social  
13 work profession should be recognized to facilitate the  
14 recruitment and retention of social workers in the executive  
15 branch. It promotes the maintenance of high standards of  
16 qualifications, education, and experience for those who hold  
17 themselves out to be social workers. The legislature also finds  
18 that it is in the best interest of the State to maintain an

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1 updated social worker series in the executive branch to provide  
2 essential social services to the State's most vulnerable  
3 populations.

4 As a result of discussions between the department of human  
5 resources development and the various stakeholders, the  
6 department shall maintain the social worker series and revise  
7 the minimum qualification requirements to require a social work  
8 degree from a program accredited by the Council on Social Work  
9 Education, the Western Association of Schools and Colleges, or a  
10 comparable regional accreditation body. The department will  
11 also retain a separate human services professional series for  
12 employees who do not possess a social work degree. The  
13 department will inform affected employees of the actions to be  
14 taken prior to taking the actions. These actions will be taken  
15 as soon as possible, but no later than January 1, 2006.

16 The aforementioned actions will not affect positions and  
17 employees who have been reallocated from the social worker  
18 series to the parole officer series and the child and adult  
19 protective services specialist series.

20 SECTION 2. (a) On or before January 1, 2006, the  
21 department of human resources development, in consultation and  
22 coordination with the parties set forth below, shall develop a

1 transition plan covering employees within the social worker  
2 series who do not possess a social work degree:

- 3 (1) The Hawaii Chapter of the National Association of  
4 Social Workers;
- 5 (2) The University of Hawaii School of Social Work;
- 6 (3) Hawaii Pacific University School of Social Work;
- 7 (4) Brigham Young University School of Social Work;
- 8 (5) The Hawaii Government Employees Association;
- 9 (6) The department of education;
- 10 (7) The department of health;
- 11 (8) The department of human services;
- 12 (9) The department of public safety; and
- 13 (10) Any other affected department or agency.

14 The plan may examine the intent of the legislature to require  
15 licensure for social workers employed by the executive branch  
16 and appropriate compensation for those who are licensed. The  
17 plan shall demonstrate the intent of the legislature to  
18 establish a preference for social workers in the provision of  
19 services to the public. The plan shall not apply to the  
20 judiciary, the Hawaii health systems corporation, or the  
21 counties.



1 (b) The department of human resources development shall  
2 submit a report to the legislature no later than twenty days  
3 prior to the convening of the regular session of 2006, which  
4 shall include the transition plan and actions taken to separate  
5 the social worker and human services professional series.

6 SECTION 3. Effective July 1, 2005, all persons who enter  
7 state service within the executive branch in the job  
8 classification series of social worker shall possess a  
9 bachelors, masters, or doctoral degree in social work.

10 SECTION 4. Positions that were reallocated from the social  
11 worker series to the social worker/human services professional  
12 series that are still occupied by the incumbents of the  
13 positions when the reallocations took place shall be placed in a  
14 class within the social worker series. Employees who do not  
15 possess a social work degree shall be reallocated to a class  
16 within the human services professional series on July 1, 2010,  
17 if they do not obtain a degree in social work prior to that  
18 date. Effective July 1, 2010, all persons employed by the  
19 executive branch as a social worker, excluding the Hawaii health  
20 systems corporation, shall possess a bachelor's, master's, or  
21 doctoral degree in social work. Those persons without social  
22 work degrees shall be human services professionals.



